

DEPARTMENT OF DEFENSE

CIVILIAN PERSONNEL MANAGEMENT SERVICE 1400 KEY BOULEVARD ARLINGTON, VA 22209-5144

SEP 1 1 2006

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Accuracy of Retired Military Data in the Defense Civilian Personnel Data System (DCPDS)

As part of the Department's overall human capital management planning process, we continuously review corporate level data to ensure that it accurately depicts information about the civilian workforce. Data accuracy is critical to support effective workforce analysis and corporate reporting. One of our recent areas of focus was the "annuitant indicator" data element, which identifies whether an employee receives a civilian or military annuity. This element is currently a required input into DCPDS when employees are hired. Our analysis of this data element indicated that data entry of military retiree information is not completely consistent or accurate.

It is likely that the quality of the data on retired military has decreased in part because the restriction was lifted on dual compensation for military retirees, which was previously the primary driver for accurate data. However, the Department of Defense and the Office of Personnel Management continue to require the coding of retired military hired as civilians to ensure accurate information is available for corporate reporting, workforce analysis, and succession planning.

Therefore, I am requesting you emphasize to your Regional Service Center staffs to consistently and accurately update annuitant indicator and related retired military data elements on all accessions. We are currently reviewing the DCPDS business rules related to entering retired military data, and plan to strengthen them to enforce this requirement during the data entry process. We have attached, for your reference, the DCPDS input screen for these elements.

Thank you in advance for your attention to this matter. Please direct any inquiries you have to Ms. Patricia Strother, CPMS Human Resources Business, Information, and Technology Solutions Division at (703) 696-4741.

Brad Bunn
Director

Attachment: as stated

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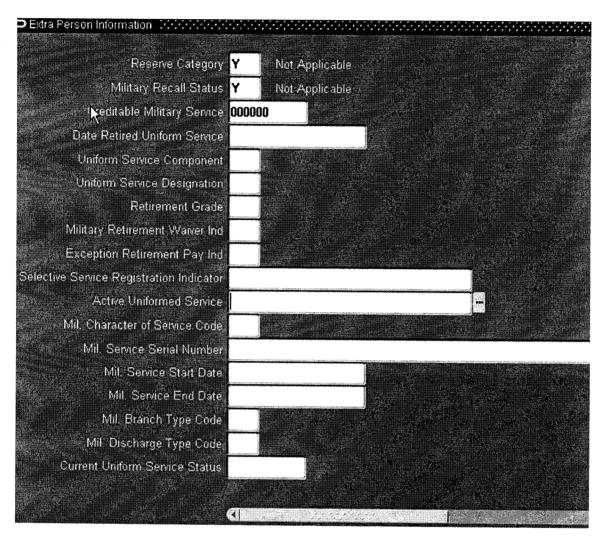
DIRECTOR FOR HUMAN RESOURCES

(WASHINGTON HEADQUARTERS SERVICES)

EXECUTIVE DIRECTOR, HUMAN RESOURCES (DEFENSE CONTRACT MANAGEMENT AGENCY)

ATTACHMENT

Retired Military Info - US Fed Uniformed Services -



Person - Assignment - Extra Information - US Federal Assignment RPA - Annuitant Indicator **>**Further Assignment Information *いいいのいのいの*か。 Step or Pale 01 First Step-In-Grade Tenue 2 Conditional - Tenure Group 2 Annuitant Indicator 9 Not Applicable Pay Rate Determinant 0 Regular Rate Calculation Pay Table 0000 0000 Otacle Federal Standard Pay Table (AL, ES, EX, GS, GG) No. 0000. Work Schedule P Part-Time Part Time Hours Biveekly 32.00 Salculation LMS Percentage 4 Cancel Clear Нelр